

Comparisons of Job Characteristics

Focus Occupation: General and Operations Managers (11-1021)

Associated Occupation: Lodging Managers (11-9081)

[Compare Knowledge](#)

[Compare Skills](#)

[Compare Abilities](#)

[Compare Detailed Work Activities](#)

[Compare Tools and Technologies](#)

<<	Focus occupation element is much lower
<	Focus occupation element is lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

Knowledge

Similarity of Focus Occupation to Associated Occupation: 87

Focus Occupation: General and Operations Managers (11-1021)

Associated Occupation: Lodging Managers (11-9081)

Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Customer and Personal Service	11.3	17.5	16.4	0	Current knowledge level may be sufficient
Administration and Management	8.4	16.5	17.3	0	Current knowledge level may be sufficient
Clerical	7.3	14.6	12.0	<	Expanded education and/or training may be required
Sales and Marketing	5.2	14.3	10.5	<<	Extensive education and/or training may be required
Personnel and Human Resources	5.6	13.3	15.2	>	Current knowledge level is likely sufficient
Economics and Accounting	4.4	10.6	13.0	>	Current knowledge level is likely sufficient
Geography	3.9	9.0	4.5	<<	Extensive education and/or training may be required
Telecommunications	3.9	7.6	4.9	<<	Extensive education and/or training may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Skills

Similarity of Focus Occupation to Associated Occupation: 84

Focus Occupation: General and Operations Managers (11-1021)

Associated Occupation: Lodging Managers (11-9081)

Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Monitoring	9.9	14.2	12.5	<	A higher skill level may be required
Coordination	9.1	14.1	12.3	<	A higher skill level may be required
Management of Personnel Resources	6.9	13.7	10.7	<<	Extensive development of skills in this area may be required

Service Orientation	7.9	13.6	8.7	<<	Extensive development of skills in this area may be required
Time Management	8.9	13.3	10.8	<	A higher skill level may be required
Negotiation	6.8	11.8	10.8	0	Current skill level may be sufficient
Persuasion	7.4	11.8	10.5	<	A higher skill level may be required
Management of Financial Resources	3.3	11.7	8.1	<<	Extensive development of skills in this area may be required
Systems Evaluation	6.4	11.4	9.2	<	A higher skill level may be required
Management of Material Resources	3.7	11.2	9.2	<	A higher skill level may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Abilities		Similarity of Focus Occupation to Associated Occupation: 93			
Focus Occupation: General and Operations Managers (11-1021) Associated Occupation: Lodging Managers (11-9081)					
Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Speech Recognition	9.9	14.0	11.0	<<	Extensive improvement in abilities may be required
Problem Sensitivity	11.1	13.4	13.2	0	Current ability level may be sufficient
Written Expression	9.8	13.2	13.2	0	Current ability level may be sufficient
Fluency of Ideas	7.6	11.2	9.8	<	Some improvement in abilities may be required
Mathematical Reasoning	6.3	10.7	7.7	<<	Extensive improvement in abilities may be required
Originality	7.6	10.5	9.6	0	Current ability level may be sufficient
Flexibility of Closure	7.8	10.0	6.7	<<	Extensive improvement in abilities may be required
Speed of Closure	5.9	8.7	4.7	<<	Extensive improvement in abilities may be required
Time Sharing	6.6	8.3	7.2	<	Some improvement in abilities may be required
Memorization	5.6	7.5	5.1	<<	Extensive improvement in abilities may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Activities that Both Occupations Have in Common		Similarity of Focus Occupation to Associated Occupation: 78
Focus Occupation: General and Operations Managers (11-1021) Associated Occupation: Lodging Managers (11-9081)		
Work Activities	Exclusivity of Activity	
Analyze operational or management reports or records	62	

Assign work to staff or employees	30
Conduct or attend staff meetings	47
Confer with other departmental heads to coordinate activities	61
Direct and coordinate activities of workers or staff	3
Evaluate information from employment interviews	72
Explain rules, policies or regulations	48
Hire, discharge, transfer, or promote workers	47
Interview job applicants	69
Oversee execution of organizational or program policies	49
Provide customer service	14
Schedule employee work hours	60

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Tools and Technologies that Both Occupations Have in Common

Similarity of Focus
Occupation to Associated
Occupation: 87

Focus Occupation: General and Operations Managers (11-1021)

Associated Occupation: Lodging Managers (11-9081)

Tools and Technologies	Exclusivity
Calculating machines and accessories	3
Computers	1
Content authoring and editing software	1
Currency vending machines	31
Data management and query software	1
Finance accounting and enterprise resource planning ERP software	2
Industry specific software	1
Information exchange software	1
Personal communication devices	2

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.